HELPWANTED?

SMALL BUSINESS HIRING DEPENDS ON DEMAND

WORKING 9 TO 5?

Of those hiring, most small businesses are bringing on full-time help. Only about three in ten are looking for part-time employees.

= 1-19 EMPLOYEES

= 20-99 EMPLOYEES



FULL-TIME HELP 73% 86%







CONTRACT HELP



SEASONAL HELP



WHAT'S DRIVING HIRING?

= 1-19 EMPLOYEES



BETTER ACCESS TO CAPITAL

BETTER SELECTION OF DESIRABLE CANDIDATES AVAILABLE

AFFORDABLE CARE ACT

UNCERTAINTY IN WASHINGTON

(fiscal cliff, sequester, budget battles)

IMPROVED ECONOMIC OUTLOOK

6%

23% 36%

81% 83% STRONGER DEMAND FOR MY **COMPANY'S PRODUCTS & SERVICES**







Economic uncertainty and sluggish demand are two of the main reasons why small businesses aren't adding employees.

STAYING THE COURSE...FOR NOW

= 20-99 EMPLOYEES = 1-19 EMPLOYEES

HIGHER MINIMUM WAGE

ACCESS TO CAPITAL

LACK OF DESIRABLE CANDIDATES AVAILABLE

13% 13%

AFFORDABLE CARE ACT

17% 11%

HEALTHCARE COSTS 19% 12%

UNCERTAINTY IN WASHINGTON (fiscal cliff, sequester, budget battles)

COSTS OF DOING BUSINESS (other than healthcare)

::|||||::

11%

26% 24%

UNCERTAINTY ABOUT ECONOMIC OUTLOOK

37% 40%

STEADY OR WEAKENED DEMAND FOR

MY COMPANY'S PRODUCTS & SERVICES

20%

23%

36%





The Sage SMB Hiring Outlook Survey found that the biggest factor influencing whether an SMB has hired or plans to hire in 2013 is the level of consumer demand. Among those planning to hire, uncertainty in

Washington, access to capital and other issues are secondary to demand. However, economic uncertainty is the biggest factor (39 percent) influencing the decision not to hire, followed by non-healthcare related costs of doing business (26 percent) and the lack of desirable candidates (14 percent). Surprisingly, the survey found that the Affordable Care Act is not a strong influence on hiring as only 4 percent cited it as a factor.